Research Student	**:**	Miss. Nilkanth Nayana Sitaram
Mobile No.	**:**	9518760524
Email ID	**:**	nayananilknath2015@gmail.com
Category	**:**	OBC
Research Guide	**:**	Dr. D.S. Yadav
Mobile No.	**:**	9923911756
Email ID	**:**	datta238@gmail.com
Subject	**:**	Commerce

Proposed Research Topic **:** **"A comparative Financial Study of Working Women in Brick Kiln Industries in Nanded & Parbhani Districts."**

SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED.

Proposed Synopsis for the Ph.D.(Commerce)

"A comparative Financial Study of Working Women in Brick Kiln Industries in Nanded&Parbhani Districts."

Sumitted by

Miss. Nayana Sitaram Nilkanth

(M.Com.,NET,SET)

Under the Guidance of
Dr. D.S. Yadav.
(M.Com.,SET,Ph.D.)
[Assistant Professor and Research Guide]
PG dept of Commerce and Management Science & Research Centre
People's College, Nanded

June- 2019

Introduction

Brick is an artificial stone made by forming clay in to rectangular blocks which are hardened, either by burning in a kiln or sometimes, in warm countries by sun drying.

In the Near East & India bricks have been in use for more than five thousand years. The ancient *Egyptians* & *the Indus Valley Civilization* also used mudbrick extensively,as can be seen in the *Mohenjo-daro & Harappa* for example. In the *Indus Valley Civilization*, all bricks corresponded to sizes in a perfect ratio of 4:2:1, &made use of the decimal system. The ratio for brick dimensions 4:2:1 is even today considered optimal for effective bonding.

The *ancient Romans* made use of fired bricks & the *Roman legions*, which introduced bricks to many part of the empire. Roman bricks are often stamped with the mark of the *legion* that supervised its production. The use of bricks in *Southern & Western Germany* for example, can be tracked back to traditions already described by the *Roman architect*. It is found that the process of making a bricks hasnot changed much over the centuries

The present study is about women workers in brick kiln industries. Brick kiln industries is one of the informal or unorganised factory in India. This industry is booming with the expansion of real estate business. It is a labour intensive industry. The industry employes number of workers, most of the workers are women. They live in poverty. At work place, they are exploited, deprived & do not get the status which the men workers enjoy. There are so many problems of women workers are facing now. Mainly their economic conditions cause concerns.

This research analyse, the working conditions & financial study of women workers in brick kiln factories in Parbhani & Nanded District. Work is defined as participation in any economic activity which may be as physical or mental in nature. But in case of brick kiln factories most of the time physical work are available for women like makeing, baking, loading & deloding of bricks .

The entire focus of study reveals that women workers live in poverty & as a consequence they come to work in brick kilns. The women & their children are mostly illiterate. Most of them are migrants from other places. Their daily wages are very less. They are not given the scope of doing skilled work. Most of the time women express unsatisfaction on working environment. Working environment requires to be improved that's why working women get motivated & enthused, that may result in development at the kilns. Statutory benefits need to be given for women workers welfare. This study focuses on health, social &economical status of women working in brick kiln industries.

Brick Kiln Industry

Brick Kiln Industry means where the bricks are manufactured as a finished goods & ready to use for construction. A brick is a block made of clay burnt in a kiln. It was used in the Indus valley civilisation. Bricks may be dried in the sun, but are usually baked in a kiln.

The colours of the brick are varies according to the clay used. Some bricks are made of special fire clays for use in fireplace or ovens.

- **The process of making the bricks in which women workers are engaged.**

1.Material Procurement

First the clay is mined & stored in the open space for making the clay soft.

2.Tempering

Then this clay is mixed with water. Mixing is done manually with hands & feet.

3.Moulding

A lump of mix is taken, rolled in sand & slapped in to the mould. Initially moduls were made of wood, now, metal moulds are used. Sand is used so that bricks do not stick in the modul.

4.Drying

Then the bricks are drieds in the sun. After 2 days they are ready to be burnt.

5.Firing

Then the bricks are arranged in the kiln. Inside the kiln the woods &coal are fired. The quality of the bricks depend on the firing process. experience holder brick maker Know the process of finding. Actually the firing process depends on the knowledge & experience of the brick makers.

6.Sorting

After the bricks are fired then these are sorted in according to colour in an indication of level of burning if the bricks are not properly burnt these are ones again burnt in the next kiln.

These are the processes in which women workers are engaged in the brick kiln industries.

Review of Literature

From the survery of existing literatures, it is found that the different aspects of the brick kiln industries were studied by researchers showing the role of brick kiln industry, its impact on environment, women workers, child workers etc.

Some of the literatures which focuses on the different aspects of labour, child labour and women workers in brick kiln factories

The objective of this research focus on the working conditions and status of women workers in the factories.

Dorairaj (2009)

Discussed about the extreme exploitation of workers in Brick kiln industry in Tamilnadu. The boudedlabour of Tamilnadu based brick kilns with their families loss their freedom to choose employment through a system of loan or advance payment system. Most of these workers are from that families, who have been working for generations toiled in brick units in different parts of the state and are not aware of their rights or the welfare measures the state and central goverment offer them.

Deshingkar and Akter (2009)

Focused on labour recruitment process in brick kiln industy. Workers are recruited through sarder by giving advance payment of lumpsum amount workers perceived it as a cheap loan with-out interest, which will pay back through work and adjusted. The wages paid are below the legal minimum effectively making the arrangement a kind of debt bondage.

Denial (2009)

Discussed the economic conditions of migrant birck-kiln workers who are semiskilled by their workability. He found that such workers are mostly exploited, un-organised and un-regulated labour force in India. This study was done in Orissa and investigated about the recruitment process by the labour agent and transported to Andhra Predesh Brick. The advances paid to the workers through sardar compelled them blindly fulfill owners demand in harsh living conditions

Yorsaf (2011)

Discussed about the brick kiln workers, who fight for their rights in Pakistan in organized form. Brick kiln industries are still operating the age old production method and the owners earn money by torturing the labours. Workers are not directly employed; they are engaged through a middleman, called jamdar. The socio-enconomic conditions of the workers are in human, they have to work 240-260 days in a year. Without the right of education, health, recreation or security, the whole family works in the kiln, but only the male worker (Head) is paid on piece rate system.

Bharaty (2013)

Studied the problems of women workers engaged in brick kiln industries in south kamrup district, Assam. The women workers are living in the campus of the brick industries with inadequate facilities. They suffer from many diseases and have

to work at low wages. They are also constrained to perform duties against their will. Some of the women workers are also sexually harassed by the male workers.

Das (2013)

The problems of child labourers in brick kiln factories are studied in kamrup district in Assam. The number of child labour is very high in such industries, in split of many governmental efferts to prohibit child worker. The brick kiln child workers are highly vulnerable to exploitation, lack of effective voice and have virtually no bargaining power. The child workers miss their education, damaging their future prospects and at the same time they loss their golden childhood. They can not fight for their rights as they are belonging to very poor family.

From the above literatures, it is found that most of the researcher focused the problems of workers related, rights, women workers and child laboures.

My research study is not same as above literature but it is not totally different from above literature. It focuses on status of women workers in brick kiln industries in Parbhani & Nanded District. In this topic status in the sense economical, Educational, social status of women workers, in these factories as well as problems faced by them and their reason.

This study also focuses on role of brick kiln factories in financial upliftment of economically backward families as well as legislative protection given by Maharashtra government for working women in brick kiln industrie

Objectives of the study

The objectives of the present study are us under :

- To analyse Social & Educational background of women workers engaged in brick kiln industries in Parbhani & Nanded District.
- To study the Economic status of women working in brick kiln industries in Parbhani & Nanded District.
- To Study legal aspects of Maharashtra Government for women workers in brick kiln industries.
- To study problems of women workers in brick kiln industries in Parbhani & Nanded District.
- To give suggestion for empowerment of women workers in brick kiln industries.

Proposed Hypothesis

- Works provided by brick kiln factories played a crucial role in Social development and upliftment of financially backward women.
- Lower social and economic status of women workers leads to lower self esteem /worth of them.
- Women workers in brick kiln factories have no opportunity of promotion i.e upward mobility from unskilled to skilled workers.
- Lack of education contribution leads to exploitation of women in Industries as well as outside the Industries.
- Most of the women workers in brick kiln industries are migrant from other places.

Research Methodology

Every research work required a particular method to complete the research work. The present research title is **"A Comparative Financial Study of Working Women in Brick Kiln Industries in Nanded & Parbhani Districts."**based on primary as well as secondary data.

I. Primary Data:

The topic is based on primary data collection mainly to get the factual responses of the owner and workers of the brick kiln factories. The instrument like questionnaires were used for primary data colletion from the women workers as well as owner of the brick kiln factories.

Primary data will be collected from working women in brick kiln industries through direct questionnaire.

Data collected through primary source included information obtained from the owner of brick kiln factories, worker at factories as well as any helper, raw material provider, finished bricks deliverer. The information was obtained through field work by preparing two types of questionnaries and the questions were closed ended and Open ended.

II. Secondary Data

Secondary data will be collected from various books along with articles in Newspapers, Magazines & Journals, Thesis, Reports published from time to time have been refered. Information was also collected from internet.

III. Data Collection

Sample Selection Methods:

The present study focused on "**A Comparative Financial Study Of Working Women In Brick Kiln Industries In Parbhani & Nanded Districts**". Here Reseracher will use convenient random sampling method to collect the data.

In Parbhani District there are 9 Taluka's & in Nanded there are 16 Taluka's Present Stdy covered 8 Taluka's in Nanded District & 5 Taluka's in Parbhani District.

Table No.1.
Selection of Sample

Sr.No	District	Taluka's (Cover most of the Brick Kiln Industries)	No of Brick Kiln Industries	Literate Women	Illiterate Women
1	Nanded	1. Nanded	4	10	30
		2. Ardhapur	3	10	20
		3. Kandhar	2	05	15
		4. Loha	1	02	08
		5. Mudkhed	1	02	08
		6. Naigaon	1	03	07
		7. Mahur	1	04	06
		8. Kinwat	1	02	08
2	Parbhani	1. Parbhani	3	10	20
		2. Pathri	4	10	30
		3. Purna	2	05	15
		4. Sonpeth	1	02	08
		5. Sailu	2	04	16
Total			**26**	**69**	**191**

(Source of data- *Reports published by sarve shiksha Abhyan* **)**

IV. Research Method:

In present study mixed method of research is used. It is a methodology for conducting research that involves collecting, analyzing & integrating quantitative (e.g. experiments, surveys) & qualitative (eg. Focus groups, interviews) research. This approach to research is used when this integration provides a better understanding of research problem than either of each alone ie. quantitative or qualitative methods.

V. Limitation of Study :

The proposed study basically deal with the financial study of working women in brick kiln factories in Parbhani & Nanded District. The research will have following limitations.

1. The study is conducted only to Parbhani & Nanded District.
2. The respondents will be only the working women in brick kiln industries.
3. The study covers a time period of only 5 years ie. From 2015-2016 to 2020-2021.

VI. Data Analysis

The data will be analyzed & tabulated with the help of simple, statistical tools such as Average, simple percentage, weighted mean, T-test,Chi-square test etc. The data collected & presented by using tables, charts, graphs, Diagrams, etc.

Importance of study

International status

At least 10 million labourers in India are employed in the unorganized brick kiln industries. Working under unhygienic conditions. China's brick Industry, on the other hand is more organized & less labour intensive, says a research paper .According to the paper, which was presented at CSE's annual event, the Anil Agarwal Dialogue, 2015.China has around 5 million labourers engaged in brick production & they together produce nearly 1 trillion bricks every year. India employes double the number of labourers & yet produced one fifth of the total production in China.

National status

Usually, In brick kiln industries entire family is involved in brick production & they get Rs.400-500 for 1000 bricks. Although the industry provides employment to a large number of people, it violates their rights as the labourers are underpaid &exploited. "The labourers become bonded after they take advance. They are physically tortoured by the contractor if they wish to leave their job. Even their payments are stopped, making it hard for an entire family tio survive", Sudhir Kumar Katiyar, project co-ordinator of Udaipur-based non-project, prayas centre for Labour Research & Action said at the dialogue.

His organization carried out a survey a few years back to study the health effects of brick kiln workers “We found that besides posture related problems,the labour have difficulty breathing as they are more exposed to dust.” Katiyar added.The long hours of hard work don’t pay off either as the worker & their families do not have proper housing &sanitation facilities.

Regional Statues

The present study related to status of women workers due to this research, researcher can focuses on Financial, Economical status at women works as well as any exploitation made by owner. Then women workers aware about their basic rights relating to minimum wages, good working conditions etc. Most of the workers in this factory are from poverty line Due to employment opportunity provided by Industries the workers can survive their family also.

Scope of study

Operational scope

This study based on comparing Economical/Financial study of women workers in brick kiln Industries & it also focuses on job satisfaction of women workers & study of their working environment.

This study held for women workers as well as industry owner. The reliability of this study depends on the authenticity of the information provided by respondents.

Geographical scope

This study related to Parbhani & Nanded districts.In Parbhani district there are 9 Taluka’s & in Nanded district covered 16 Taluka’s. There were 9Ttaluka’s in Parbhani District viz.Parbhani,Jintur,Gangakhed,Purna,Palam,Sailu,Pathri,Manwath,Sonpeth&there were 16 Talukas in Nanded District viz. Nanded, Ardhpur, Bhoka, Biloli, Deglur, Dharmabad, Hadgao, Himayatnagar, Kandhar, Kinwat, Loha, Mahur, Mudkhed, Naigaon, Umri & Mudkhed.

Tentative Chapter Plan

The title of the research work is **"A Comparative Financial Study of Working Women in Brick Kiln Industries in Nanded & parbhani Districts"** & to conclude this research work, Researcher will Distribute this work in to six chapters The chapter scheme for this research work will be as follows-

Chapter 1 - Introduction

Chapter 2 - Research Design.

Chapter 3 - Profile of Brick kiln factories in Parbhani District & Nanded District.

Chapter 4 - Legal aspects & Government policies for working women in brick kiln industries.

Chapter 5 - Data analysis

Chapter 6 - Findings, Conclusions & Suggestions

Appendix - Questionnaire

References.

Year wise plan of work

Sr. No.	Tentative Duration	Work to be achieved
1	00 to 06 Months	Review of literature & fundamental books reading
2	06 to 12 Months	Questionnaire Preparation A. Conduct pilot study / Survey. B. Review of the pilot study & Finalise questionnaries. C. Conduct the field survey.
3	12 to 18 Months	A. Introduction. B. Profile of the study C. Methodology.
4	18 to 24 Months	1. Deta analysis. 2. Examination.
5	24 to 30 Months	- Course work - Examination.
6	30 to 36 Months	- Final Synopsis Preparation. - Final Synopsis POresertation. - Condision - Recommendation - Suggestions - Final touch in all work. - Bibliography.

Expected Outcomes

In this research, researcher analyses the working conditions , financial status & satisfaction of women workers in brick kiln factories in Parbhani & Nanded District.

Women workers in brick kiln industries are coming from backward area. Most of them are illiterate & due to lack of education the women are facing problems in the industry as well as outside the Industry. Meanwhile the women workers in brick kiln industries are exploited, deprived through owners & other workers also.

Performance of workers in industry depends on return given by the owner of Industry. Most of the time the brick kiln industries are trying to improve the performance of workers through providing free food after extra work, providing education facility for children of the workers, to avail training before giving new work to workers, etc.

The wages given to workers in brick kiln industries on daily wages system. Above wages paid to workers, are not sufficient to survive their family i.e. the wages paid to workers are so nominal.

When the work are not available in agriculture sector, at that time the brick kiln industries provide employment to workers who had no work & because of that, unemployment of country reduced to some extent i.e. brick kiln industry provide seasonal employment to unemployed workers.

Migrant brick kiln working women belonged to tribal communities & migrant with their families. The entire family lives on the site & work in one unit. Migrant brick kiln working women who are semiskilled workers, are one of the most exploited, unorganized & unregulated laboure force.

References.

❖ **Books**

- **D.P. Singh** - Women workers in unorganised sector
- **A.B. Saran & A.N. Sandhwar** - Problems of women workers in unorganised sectors
- **Verma B.** - Exploitation of women labour in India, Employment pattern & wage discrimination. Deep & Deep Publication New Delhi 1993

❖ **Journals**

- International Journal of Humanities & social Science Invention [ISSN (online) :2319-7722]
- Jayothi Gupta (2003),"Informal Labour in Brick Kiln Need for Regulation." Economic & Political weekly, Aug-2
- Gulati L(1979) "Female labour in the unorganised sector profile of briek worker" Economic and politicalweekly, vol.(16) April, 21pp 744-751

❖ **Websites**

- www.brickindia.com
- www.labourbureau.nic.in
- www.tandfonline.com

Research Student
Miss. Nayana Sitaram Nilkanth

Research Guide
Dr. D.S. Yadav